



Office of the Town Manager

Paul E. Cohen
Town Manager

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April 27, 2023

TO : Select Board
FROM : Paul Cohen, Town Manager
RE: Confirmation of the Appointment of Colin Spence as Police Chief

I request your confirmation of my appointment of Deputy Police Chief Colin Spence to the position of Police Chief, effective June 1, 2023. Colin is a 30-year veteran of the Chelmsford Police Department.

He has served in numerous roles in the Chelmsford Police Department including:

- Auxiliary Police Officer
- Dispatcher
- Police Officer
- Detective
- Sergeant
- Lieutenant
- Deputy Chief

Colin possesses an educational background of

- Bachelors Degree in Criminal Justice
- Masters Degree in Criminal Justice Management
- Jurist Doctorate Degree

I observed the Chelmsford Police Department candidates during an assessment center for the police chief promotion process. Colin Spence received the highest score from the evaluators. Human Resources Director Jeanne Parziale and I interviewed the three candidates. I also obtained insights from Police Chief James Spinney, who has directly worked with the three candidates for years. Colin has distinguished himself as prepared, pragmatic, and professional. He has performed well as the Deputy Police Chief. Colin has the passion, vision, and demeanor to serve the community as Police Chief. He can effectively lead the Police Department to further enhance community policing, accountability, and integrity.